

THE BULLETIN

NOVEMBER 26, 2001 ~ 55TH YEAR ~ NUMBER 8

Working It Out



Instructor Maria Cappadocia gives her fitness students a leg up on combating year-end stress with an introductory kick-boxing class at the Athletic Centre.

ROB ALLEN

Pension Ruling Leaves Questions Unanswered

BY SUSAN BLOCH-NEVITTE

THE NOV. 9 DECISION BY THE Ontario Superior Court of Justice dismissing a class-action motion against the university by a group of retired female professors leaves a number of questions outstanding.

The four professors retired before the university completed its female faculty review in 1991. The question at the centre of the conflict is whether the salaries paid to some female professors prior to that date contravened the same-pay-for-same-work provisions of the Employment Standards Act.

The court ruled that a class action was not the appropriate means for resolving the dispute. While the university had sought immediate dismissal, the court said the plaintiffs could proceed individually with their claim that the university had been unjustly enriched by underpaying some of its female faculty members. The court also ruled that individual trials would have to determine whether the statute of limitations should be applied.

"While he was sympathetic to the four plaintiffs, Justice Arthur Gans did not rule on the merits of these issues and noted that they could only be determined on a case-by-case basis," said Professor Angela Hildyard, vice-president (human resources).

The four professors emeriti — Ursula Franklin of engineering, Phyllis Grosskurth of English,

Cicely Watson of OISE/UT and Blanche van Ginkel of architecture — launched the class action on behalf of all women faculty members and librarians who retired before June 1989.

"While my colleagues and I regret that Judge Gans ruled that the Class Proceedings Act was not an appropriate way for our case to proceed, I wish to stress that the judgment states that we do have a claim and that the action can and should continue in its present form," Franklin said. "How to continue that action is the question before us. In other words, there must be a settlement for all, not just for one or the other at one time or another."

"At the moment we are searching for a mechanism which could include third-party intervention or mediation," Franklin added, "and that will propel the university into a speedy and respectful settlement of problems which could have been resolved much earlier."

Aside from the legal questions, debate continues on the issue of fairness. "Part of the complexity is how one defines fairness," Hildyard said. "In correcting historical discrepancies, fairness may appear easy to apply to 118 highly regarded colleagues. It becomes a very different issue when one begins to think about applying it to thousands of other people who may view themselves as part of a disadvantaged group. Pay equity adjustments designed at both the federal and provincial levels have been go-forward measures. I have serious concerns about the economic

impact that a retroactive application could have. The 1989 female faculty salary review was a negotiated agreement which was specifically not intended to apply retroactively."

President Robert Birgeneau said that retroactivity could discourage employers from considering proactive measures for women and other groups among their active employees because those same measures could now be applied to all their retired employees. "Such a precedent could therefore make social justice changes unaffordable," he said.

Currently, U of T has some 3,600 retirees receiving pensions. Another 1,500 or more will be added to those ranks over the next decade. The terms of the university's pension plan would require that any improvements to the retirees' pensions would have to be funded from the university's operating funds. Similarly, retroactive salary increases would have to be funded from the same source.

Hildyard said that the issue should be discussed at upcoming negotiations with the U of T Faculty Association. "In fact, it was at the bargaining table with UTFA that the blueprint for the 1991 female faculty salary adjustment was agreed upon."

U of T addressed salary inequity in 1973 when the first female faculty salary review was conducted and again in a 1989 review that led to the salary adjustment two years later. Last June the university made a significant across-the-board pension adjustment for faculty and staff who retired before 1996.

U of T Authors Win Coveted GGs

BY KIM LUKE

IT MAY NOT EXACTLY BE A SWEEP, but for the first time in memory, two members of the University of Toronto — both from the Faculty of Arts and Science — have won prestigious Governor General's Literary Awards.

Professor George Elliot Clarke of English won in the poetry category for *Execution Poems* and Thomas Homer-Dixon's *The Ingenuity Gap* was recognized as best non-fiction book. Homer-Dixon is a professor of political science and director of the peace and conflict studies program at University College. Governor General Adrienne Clarkson presented each with a cheque for \$15,000 at a special ceremony at Rideau Hall Nov. 14.

"If I never receive another one of these I'll happily live off the memory of this for a long time," said Clarke, who first got word that he had won on Oct. 29. But like all the other winners, he was sworn to secrecy until the Nov. 14 announcement. "I gotta confess I told three people," he said. "I told the guy who rented me the tuxedo, my wife and a very good friend."

The Canada Council jury describes *Execution Poems* as

"raging, gristly, public — and unflinchingly beautiful. Clarke plays with rhyme, theatre and the shape of the book, showing us justice as official speech perpetrates it and as ordinary speech registers it. He harnesses the pain in the history of racism and pours it into explosive, original language."

Of *The Ingenuity Gap*, the jury notes that Homer-Dixon "has defined what is perhaps the greatest challenge of the modern age: the growing gap between the problems the world is creating for itself and the world's capacity to solve those problems. With astonishing intellectual power and the skills of a brilliant writer, Homer-Dixon counsels humility over hubris, humanity over technology and reason over a blind faith in technology and innovation."

According to Homer-Dixon, the prize acknowledges how important it is for scholars to communicate their ideas to a general audience and it "shows that we can do it in a way that respects the integrity of scholarship and the precision of the ideas themselves."

Fourteen awards in all were presented in the French and English categories of fiction, poetry, drama, non-fiction, translation, children's literature (text) and children's literature (illustration).

Investments Recover

BY JANET WONG

THE EVENTS OF SEPT. 11 TOOK a serious toll on the already shaky North American stock markets, and the investment portfolios at U of T were no exception.

But Donald Lindsey, president and CEO of the U of T Asset Management Corporation, said markets are now experiencing a recovery, offsetting losses from earlier in the year, and U of T investments are also riding that wave.

The economy was already in a slowdown before Sept. 11. In the first quarter of this year, there was a significant downturn in the equity markets with the Toronto Stock Exchange down by nearly 15 per cent and the Standard & Poors 500 Index down by almost 7.6 per cent.

In response, the U.S. Federal Reserve and the Bank of Canada dropped interest rates, causing markets to rebound somewhat. But that was before Sept. 11, when fear and anxiety made themselves felt on the stock markets, causing another downturn.

At the end of September, U of T's pension fund stood at \$2 billion, down by nearly nine per cent since

the beginning of the year. The pension plan is made up of some 12,000 active and retired employees.

The university's endowment was also down by almost 12 per cent to \$1 billion. According to the most current numbers, U of T's endowment is less than that of McGill's on a per student basis and slightly higher

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INSIDE

Racing with the sun

FAUST, U OF T'S SOLAR CAR, completes its first World Solar Challenge. Page 3



Victorian trauma

DICKENS' WORKS MAY HAVE influenced early understanding of post-traumatic stress. Page 5

IN BRIEF



Plumbers settle, strike ends

U OF T'S PLUMBERS' UNION SETTLED THEIR STRIKE AFTER LESS THAN A week, voting to accept a new contract on Nov. 13. Local 46 of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, representing U of T's 17 plumbers and steam-fitters, had rejected a tentative settlement the week before. The final contract allows for wage increases totalling eight per cent over three years, the same as was received by the university's other trade unions in their negotiations. The wage offer was the same as union members had initially rejected but the final agreement also included some improvements in the area of benefits, the union said.

Guelph staff join Steelworkers

THE UNIVERSITY OF GUELPH STAFF ASSOCIATION (UGSA) VOTED BY a 95 per cent majority to merge with the United Steelworkers of America, thanks in large part to the efforts of U of T Steelworkers, Local 1998. In choosing Steel UGSA hoped to improve results at the bargaining table and be able to draw on the resources of an international union. Marg Carter, president of UGSA, said that knowledge of the U of T membership within the Steelworkers was a key consideration.

Faculty/staff matching program extended

PROVOST ADEL SEDRA HAS EXTENDED THE MATCHING PROGRAM FOR faculty and staff contributions to the campaign to the end of 2004. Under the program, no minimum donation is required; all gifts will be matched by the university as part of Great Match for Great Minds. "We should all take note — faculty and staff contributions are effectively doubled, and this is as good a return as you can get these days," said University Professor Michael Bliss, this year's faculty and staff campaign co-chair.

Food Drive for U of T Food Bank

THE STUDENTS' ADMINISTRATIVE COUNCIL IS ACCEPTING DONATIONS of non-perishable food items until Dec. 14. Contributions can be dropped off at the SAC office located at 12 Hart House Circle and at student council offices across campus during normal business hours. All food will be given to the University of Toronto student food bank. "The current state of poverty in the GTA makes the food drive even more relevant than it has been in the past," said Courtney MacDonald of SAC.

AWARDS & HONOURS



Faculty of Arts & Science

PROFESSOR EMERITUS ROBIN ARMSTRONG OF PHYSICS, a former dean of the Faculty of Arts and Science, received an honorary doctor of science degree from the University of New Brunswick Oct. 21. President of UNB from 1990 to 1996, Armstrong was honoured for his dedication to the university and for his outstanding contribution to the world of physics and the development of scientific research in this country.

PROFESSOR PIA KLEBER, DIRECTOR OF THE UNIVERSITY College drama program and holder of the Helen and Paul Phelan Chair in Drama, was awarded the Cross of the German Order of Merit by the president of the Federal Republic of Germany for her contributions to enhancing Germany's standing abroad. Established in 1951, the Order of Merit is the only honour that may be awarded in all fields of endeavour and is the highest tribute that country can pay to individuals for services to the nation; she is the first U of T professor to receive the honour.

Faculty of Medicine

PROFESSOR DAVID RIDDICK OF PHARMACOLOGY IS the recipient of the 2001 Veylien Henderson Award of

the Society of Toxicology of Canada. The award honours an individual who has made significant contributions to the discipline of toxicology in Canada before the age of 45. Riddick will receive the award at the society's annual symposium, to be held in Montreal Dec. 6-7.

PROFESSORS CHARLES TATOR OF SURGERY AND Paul Walfish of the Department of Medicine were the co-winners of the 2001 Dr. Jonas Salk Award of the Ontario March of Dimes and Aventis-Pasteur. The award, shared for the first time, was presented at the Paul Martin Sr. Society Dinner Oct. 24 and honours a Canadian scientist or physician who has made an outstanding contribution in science or medicine to the prevention, alleviation or elimination of physical disability.

Faculty of Physical Education & Health

Jim Lefkos, coach of the Varsity Blues men's soccer team, was named the Ontario University Athletics (OUA) East/Central North Coach of the Year Nov. 1. Lefkos guided the U of T team to an 8-2-2 record and a first place regular-season finish in the Central North Division.

Three Win Polanyi Prizes

THREE OF THIS YEAR'S FIVE John Charles Polanyi Prizes, awarded to exceptional young researchers in the early stages of their career who are currently working in Ontario, went to U of T researchers.

Nina Jones, a post-doctoral fellow in medical genetics and microbiology, Professor Daniel Lidar of chemistry and Professor Joanne Roberts of economics were honoured along with the other two winners at a reception

held at Massey College Nov. 14.

Jones was selected for her research on angiogenesis, or the growth of new blood vessels, with reference to both normal embryonic development and aberrant angiogenesis, or the formation of tumours. Chosen for his work in quantum computation, Lidar's research focuses on advancing the prospects of constructing technologically feasible quantum computers and developing error correction methods for quantum computer architectures. Roberts

is working on the interaction between technological innovation and economic progress, focusing on the importance of information and knowledge-generation in the process of economic growth.

Established by the province in 1986 in honour of University Professor John Polanyi of chemistry, the \$15,000 prizes are awarded in the Nobel Prize categories of chemistry, literature, physics, physiology or medicine and economic science.

All are welcome! Seasonal Celebrations at Hart House

ADVENT - Monday, Dec. 3rd
5:30 p.m. - Music Room

.....
HANUKKAH - Tuesday, Dec. 4th
5:30 p.m. - Music Room

.....
ANNUAL FESTIVE EVE
Thursday, December 6th
6 p.m. - Great Hall

Behold a giant Christmas tree
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music and food.
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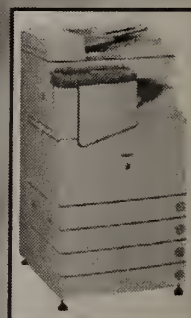
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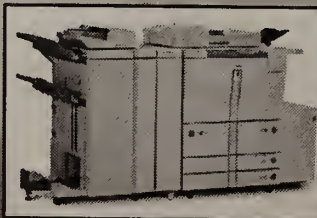


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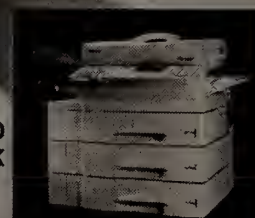
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Orchard, Swift to Review Merit-Based Scholarships

BY SUE TOYE

FOLLOWING PRESIDENT BIRGENEAU's needs-based financial initiative for undergraduate students, Provost Adel Sedra will meet with several key southern Ontario universities over the next few weeks to discuss how to implement the plan.

Birgeneau said while almost every university in Ontario applauds the initiative, they do want to keep their top scholarships based on merit. U of T distributes some \$8 million in merit-based scholarships but would like to see more funds allocated based on financial need.

Meanwhile, Professor Ian Orchard, vice-provost (students), and Karel Swift, university registrar and director of admissions and awards, will co-author a discussion paper that assesses U of T's current financial aid program with a particular emphasis on undergraduates with high debts. Among other issues, the paper will examine the value and number of merit-based scholarships currently available to determine which of these can be reworked into need-based awards. The paper will also serve as a basis for future discussions with other universities.

Birgeneau stressed he does not want to discriminate against "middle class" students and does not wish to replace government funds with university funds. "There are many ways of rewarding highly meritorious students academically besides giving them scholarship money," he said. "This initiative has stimulated faculties and colleges to think about ways they can improve the educational experience for students through seminars or research programs. In the long run, it will end up being more important than simple scholarships in terms of making U of T attractive to students."

Experts Urge Caution on Anti-Terrorism Bill

BY SUE TOYE

INCREASED POLICE POWERS ON information gathering, arbitrary detainment and infringement of individual rights will all be a reality in Canada if Bill C-36 is passed, warned leading experts at a U of T conference on terrorism earlier this month.

Organized by the Faculty of Law, the two-day gathering was attended by government officials, lawyers, media and special interest groups. Experts from U of T and elsewhere expressed concern that the proposed legislation's broad definition of terrorism may lead to unfair arrests and racial profiling.

"The potential ramifications of such far-reaching legislation need

to be better understood by politicians, policy-makers and the public," said Professor Ron Daniels, dean of law. "We felt that it is the responsibility of the academy to contribute to the public debate, particularly in light of the necessarily rapid pace at which the proposed bill is being reviewed."

Professor Wesley Wark, an expert on spy and military intelligence, echoed the call by other legal experts for a "sunset clause" to force the government to review the bill on a set date. Law professor Don Stuart proposed the legislation be scrapped altogether. "I would like to see the withdrawal of the bill, but that's like trying to put your hand up to stop a freight train."

While the freight train could not

be stopped, it was rerouted. Speaking before the Commons Justice and Human Rights Committee last week, Justice Minister Anne McLellan proposed the legislation be amended to include an automatic expiry — or "sunset" — of the powers of preventive arrest and investigative hearings, renewable for another five years upon votes in the House of Commons and Senate.

The Security of Freedom: Essays on Canada's Anti-Terrorism Bill, a published collection of research presented at the conference, was published in record turn-around time (one week) by the University of Toronto Press and distributed to key decision-makers across the country.

Faust Meets Solar Challenge

BY BRUCE ROLSTON

U OF T'S SOLAR CAR TEAM HAS completed its first World Solar Challenge, finishing just ahead of their rivals at the University of Waterloo.

The race across the Australian Outback (see map below) ended in a virtual dead heat with the Blue Sky racing team's favourite competitors from Waterloo, who pulled in themselves one minute later. In unofficial results, the two Canadian university teams are 14th and 15th respectively. The two teams ran neck and neck over the final two days in what at least one U of T team member called "the race within the race." The other Canadian entry, from Queen's University, finished sixth.

"As far as the game went, we [and Waterloo] both played it to

the best of our abilities and we sure did play it," said team member Mark Freeman. "You don't see this kind of racing at the solar challenge and we were on the edge of our seats all the way to the finish."

Unlike last summer's American Solar Challenge, which was for the most part a competition between American and Canadian university-sponsored cars, the Australian solar race saw 38 cars from 11 different nations. The European Space Agency-sponsored entry from the Netherlands, Nuna, has already been declared the unofficial overall winner, completing the north-to-south course in just four days, reaching an average speed of nearly 92 km/h. The remainder of the cars pulled into Angie Vale, near Adelaide, on Thursday and Friday last week.

The team, which is mostly

composed of engineering students (with the notable exception of team leader David Nam, himself a political science and philosophy major), received much of the funding for the \$900,000 car, Faust, from students, the university and private donations. Every engineering student gives a \$5 levy to the solar car project; all other full-time undergraduate and professional students contribute 25 cents each.

This is the U of T team's third major race. They received top rookie honours in Sunrayce 99, down the east coast of the United States two years ago, finishing 20th. (Queen's took second place in that race, while Waterloo took 10th). Racing in the American Solar Challenge last July, Faust finished 12th overall (Waterloo and Queen's were third and fourth, respectively).



Neck and neck in the Outback: Waterloo (left) and U of T's cars racing in Australia.



CURIOSITIES



JEWEL RANDOLPH

CUT AND PASTE

BY MICHAH RYNOR

THIS SCRAPBOOK, COMPILED BY THE LATE JACK RYRIE, WAS recently found in the basement of the Faculty of Architecture, Landscape, and Design. Ryrie, one of Canada's most talented architects and student of renowned U of T professor Eric Arthur (1898-1982), started the album as a record of Toronto and Ontario architectural history from the 1920s to the 1940s. However, part-way through the scrapbook changes course and concentrates on photos of leading European buildings. The latter pages chronicle Ryrie's career through newspaper stories, personal letters and press coverage of the various architectural firms in which he was a partner.

Some of the photos have been torn out but, fortunately, were found in a nearby cardboard box. The book was presented to the Archives of Ontario Nov. 22 at the opening of the faculty's Eric Arthur Gallery — Toronto's only gallery dedicated to architecture and design — as the provincial archives already have a large collection of Ryrie's papers and memorabilia.

Low to Advise on Bioterrorism

BY MEGAN EASTON

HEALTH MINISTER ALLAN Rock has chosen Professor Donald Low to chair a new committee that will advise the federal government on bioterrorism issues.

The National Advisory Committee on Chemical, Biological, Radio-Nuclear Safety, Security and Research will provide expert advice to Rock and Health Canada on what factors to consider in preparing for and responding to possible bioterrorist events. In announcing the new advisory body Nov. 13 Rock emphasized that the likelihood of bioterrorism in Canada is remote but the government wants to reassure Canadians that the country is ready. "Although the risk of an event in Canada is considered low, protecting the health of Canadians is a top priority," he said.

Low, head of the division of medical microbiology in the Department of Laboratory Medicine and Pathobiology and microbiologist-in-chief at Mount Sinai Hospital, said a well-researched, clearly defined plan for responding to bioterrorism is essential even though the chances of it happening here are slim. "It's become a real and present danger that we can't ignore." Some of the committee's

specific responsibilities will be to make recommendations on the training and protection of front-line health care providers and to provide guidance to the Canadian Institutes of Health Research on the development of plans for research on bioterrorism. "The learning curve is very steep because you can't find experts in this area. None of us have ever had to personally deal with this."

Until now, bioterrorism research has always been overshadowed by other, more pressing health care issues, Low said. Shortly before the Sept. 11 attacks the Faculty of Medicine recruited Professor Jeremy Mogridge, a leading researcher on the pathogenesis of anthrax. Low said the faculty had no idea when recruiting him that Mogridge's work would become so topical. He said the current political situation presents an opportunity to cultivate a sustainable research program not just in bioterrorism but in other emerging, drug-resistant infectious diseases.

Educating the public and the health care community about the facts of bioterrorism will also be important tasks for the committee. "People need to know what the dangers are but they also need to know what the dangers aren't."

Hart House This Week

7 Hart House Circle • www.utoronto.ca/harthouse

SPECIAL EVENTS Call 416 978-2452

World Universities Debating Championships

Kick-off Debate, Wed. Nov. 28 at 7pm in the Great Hall. Resolution: Be it resolved that the terrorists had a point. Followed by a panel of journalists from the Toronto Star and U of T faculty. For more information go to <http://worlds2002.com> or call 416-978-0537.

Orchestra Concert - Thurs. Nov. 29 at 8pm in the Great Hall.

Singers Concert - Sat. Dec. 1 at 2pm in the Great Hall.

Symphonic Band Concert - Sat. Dec. 1 at 8pm in the Great Hall.

Graduate Committee - Dinner Series features Stratford Actor, **Mr. Paul Soles**, speaking on "More Good Luck than Good Management", Wed. Dec. 5, 6pm reception for 6:30pm dinner. Special student rates. Call 416 978-8397 for details and to purchase tickets.

Festive Eve - Thurs. Dec. 6 at 6pm in the Great Hall. Seasonal food and fun for members and families! 416 978-8400

Annual Hart House Christmas Buffet

Thurs. Dec. 13, Fri. Dec. 14, Mon. Dec. 17 and
Thurs. Dec. 20 from 11am-2pm in the Great Hall.
\$18. tax included. Reservations accepted after Fri. Nov. 30.

ART Call 416 978-8398

The Justina M. Barnicke Gallery - "Saint Sebastian: A Body Caught up in Representation", group show runs to Dec. 13.

Arbor Room - "Breaks, blocks, and beats", paintings by **Aylene Albay**. Runs to Dec. 20.

LITERARY & LIBRARY Call 416 978-7323

Reading Series - Knowlton Nash and Patrick Watson discuss their latest books, Mon. Nov. 26 at 7:30pm in the Hart House Library. Free. All welcome.

WRITUALS Literary Pub with host **Dana Snell**, Tue. Nov. 27 from 8:30-11pm in the Arbor Room.

MUSIC Call 416 978-5362 - All concerts are free!

Jazz at Oscar's features the **Hart House Jazz Choir Concert**, Fri. Nov. 30, and the **Hart House Jazz Ensemble**, Fri. Dec. 7, both at 8:30-11pm in the Arbor Room. Licensed. Free. All welcome.

Worlds of Music Concert, Thurs. Dec. 6 at 8:30pm in the Arbor Room. Licensed. Free. All welcome.

Worlds of Music Student Performance and Wrap Party, Thurs. Dec. 13 at 8:30pm in the Arbor Room. Licensed. Free. All welcome.

Open Stage with host, **Philomene Hoffman**, Thurs. Nov. 29 from 8:30-11pm in the Arbor Room. Come out and play! Sign up at 7:30pm. Licensed. No cover. Free.

CLUBS & COMMITTEES - Call 416 978-2452

Interfaith Dialogue presents **Advent Service**, Mon. Dec. 3 at 5:30pm in the Music Room. Light refreshments. All welcome. **Hanukkah Celebration**, Tue. Dec. 4 at 5:30pm in the Music Room. Refreshments.

Investment Club Speakers Series. Tue. Nov. 27 at 6pm in the East Common Room. **Charles Kim**, Swift Trade Securities Inc. will present "Learn about Day Trading". Refreshments. For more information contact <http://hhic.sa.utoronto.ca/> or call 416-978-0537.

Theatre - **Wingfield Unbound**, a comedy by Dan Needles, starring Rod Beattie, directed by Douglas Beattie and presented by Hart House Theatre and produced by Douglas Beattie Theatrical Productions Ltd., Nov. 29 and 30 at 8pm in the Hart House Theatre. Ignoring the locals' warnings that the run-down Hollyhock Mill is haunted, Walt Wingfield is determined to turn it into a museum, with near disastrous results. \$29/\$15 students, seniors, and U of T faculty and staff. Show your GET STAGED PASS and get a deal!

Aesop's Adventure presented by George Brown Theatre at Hart House Theatre, Sat. Dec. 8 and 15 at 1pm and 3pm. Fifteenth annual children's show reaches back to ancient Greece and renowned scribe Aesop, for a delightful new production. Tickets \$8. Box Office: 416 978-8668.

ATHLETICS - Call 416 978-2447 www.utoronto.ca/harthouse

Christmas/Holiday Hours - A schedule of the Christmas/Holiday Hours for the period Dec. 23, 2001 to Jan. 1, 2002 is available for pickup at the Membership Services Office, Athletics Reception, and by the Porters' Desk. Hart House is open each day, including Dec. 25, 26 and Jan. 1 on reduced hours.

HART HOUSE

UNIVERSITY OF TORONTO

U of T Investments Recover

~ Continued From Page 1 ~

than UBC's. In market value it ranks 20th among North America's major public universities.

"Sept. 11 exacerbated the problem and compressed it all into one month," said Lindsey. "It looked very dramatic. It's not just the magnitude of the decline, it's also the short time in which it happened."

Since September markets have rebounded. In October U of T's pension fund was up 3.7 per cent for the month while the endowment was up by 3.6 per cent. But that doesn't mean the university is flush with money, cautioned Felix

Chee, chief financial officer.

"We're going through a growth phase where we will both expand enrolment as well as the associated facilities and infrastructure and we have some catch-up maintenance to do on the infrastructure. And all that's putting a tremendous amount of strain on the system," Chee said.

And while the university has had a successful capital campaign to fund some of the needed projects, there is still a significant gap — in excess of \$100 million — that needs to be closed, he said.

"There's more demand than there is funding. So it has to go

back to the academic plan, because that's what a university's business is, that's what's going to have to drive all the priorities."

As for the university's investments, over-reacting to changes in the stock market or pulling funds out for short-term expenses is not a prudent way to manage the funds, Chee advised. "We don't take out what I call the 'principal endowment.' We take out a portion of the earnings — interest or returns — in a way that's sensible so you're not depleting your capital. And it's all been earmarked. It's a prudent way of managing the endowment."

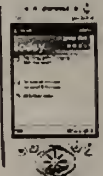
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RAILING AT TRAUMA

Dickens' works may provide new understanding of trauma related to technology

BY MICHAH RYNOR

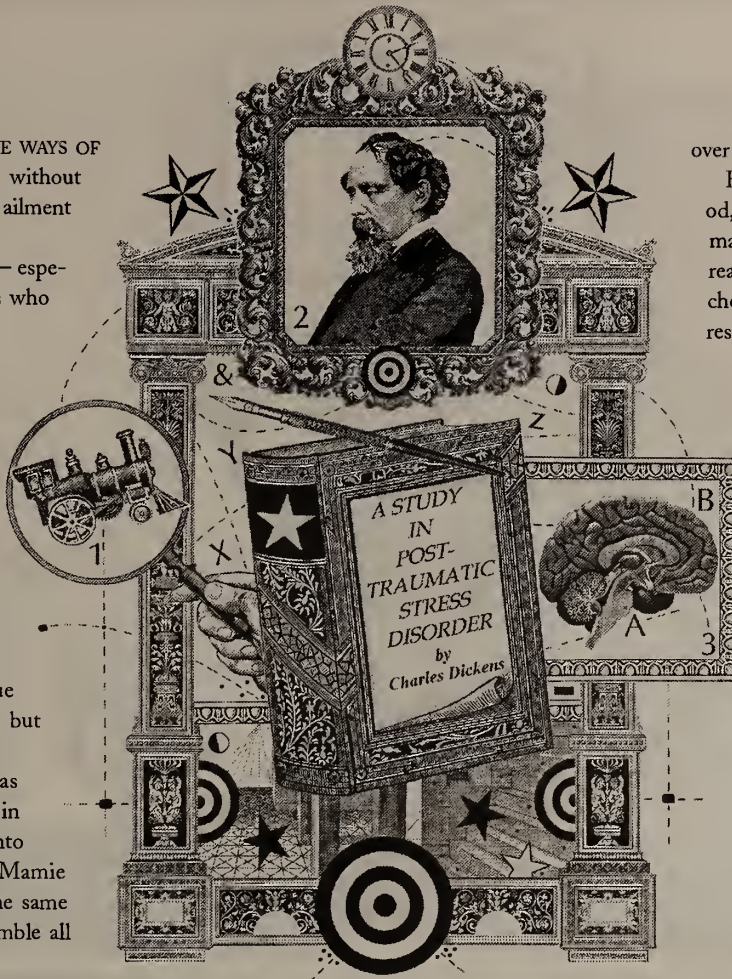
DID NOVELISTS IN THE VICTORIAN ERA HAVE WAYS OF thinking and writing about mental trauma without actually knowing the medical concept or ailment existed?

Professor Jill Matus of English believes they did — especially in the case of British writer Charles Dickens who escaped a near fatal train accident in 1865.

"Dickens didn't suffer any major physical injuries from the crash but he wrote about it afterwards and what he wrote makes it very clear that he was suffering from post-traumatic stress disorder which, of course, would not have been classified as such at the time," says Matus.

Dickens lost his voice shortly after the accident and suffered repeatedly from what he called "the shake." When he later travelled by train, Dickens found himself in the grip of a persistent illusion that the carriage was down on the left side. Even a year later he noted that he had sudden vague rushes of terror that were "perfectly unreasonable but unsurmountable [sic]."

At such times, his son and daughter reported, he was unaware of the presence of others and seemed to be in a kind of trance. His son Henry recalled that he got into a state of panic at the slightest jolt. His daughter Mamie attested that her father's nerves were never really the same again — he "would fall into a paroxysm of fear, tremble all



over and clutch the arms of the railway carriage."

Because rail accidents were so common in this time period, Matus believes there is a wealth of information on trauma waiting to be discovered in fictional works. "I began reading Victorian literature to see whether there was a psychological understanding of overwhelming experiences as a result of modern technology.

"For example, in 1866, Dickens wrote a very enigmatic short story called *The Signal Man* which is about a signal man on a railroad who is repeatedly visited by a clairvoyant spectre warning him of upcoming disasters on the line. A lot of literary experts have examined this story but no one has ever looked at it as a kind of articulation of the effects of mental trauma. Looking at *The Signal Man* in this way we see that it anticipates what in the 1890s came to be called traumatic neurosis," Matus says.

Her unique study, jointly funded by the English department and the Social Sciences and Humanities Research Council, is looking for the historical roots of trauma theory that later on became part of the psychiatric work of such prominent psychological doctors as Sigmund Freud and Pierre Janet. Looking at Victorian fiction in this way will also add to the scarce medical documentation of trauma during this period.

EDWARD SCHNURR

POLITICAL ACTIVISM 101

Documentary series demonstrates the art and science of protest

BY SUE TOYE

SARAH MOHAN IS SMILING BRAVELY INTO THE lens of a camera and describing what type of riot gear she is wearing while a long line of police officers marches behind her at the Quebec City summit last April. She, along with five other first-year political science students, was handpicked from 60 hopefuls. Their mission: to pick a cause and become activists for a summer.

Professor Ron Deibert, who teaches a first-year course in global politics with University Professor Janice Stein, director of the Munk Centre for International Studies, came up with the idea of producing a documentary on student activism four years ago. "I wanted to do something that would show what these inspirational young people can do," he says. Deibert laments that many of the reality-based shows portray "young people as being depthless and primarily concerned with pizza and sex." He was also impressed by the impact the course had on his students. "Each year we were struck by the students that would say to us that they were going to take an international relations or another political science course instead of another course," he recalls.

Inspired by their students, and fuelled by Deibert's own research interests in activism, media and technology, both professors came up with an idea: Activist TV. Why not choose six bright first-year students, throw some money at them, give them an office then tell them to choose a cause and publicize it? Deibert thought this would make a great documentary and Stein, with her contacts at TV Ontario, helped make it a reality.

With a \$15,000 grant from the federal government and TVO agreeing to air the six-part documentary, he and his friend, Mike Downey, director of the documentary, found six willing participants. These students chose neglected diseases such as tuberculosis and sleeping sicknesses and their goal was to persuade

members of the G8 summit to address the issue. Deibert also assigned each student an individual challenge that included collecting 100,000 signatures and pulling a media stunt. The half-hour documentary, which aired every Sunday in November, followed the antics of the students as they clamoured for attention for their cause. This is reality TV — with brains.

It was a life-altering experience for the freshly minted activists. "It's one thing to study the growing participation of citizens in a global world and another to be tear-gassed in the streets of Quebec City or by the Italian police in Genoa," recalls Mohan, now in her second year. Another student, Chris Hendricks, discovered how long it takes to bring about change. "You can't go out and expect things to change in three months, you have to probably spend years building your base before things really start to happen. He, along with Graeme Bunton, a student involved with the project, are considering continuing their work for neglected diseases. Hendricks also realized that there is hope. "Changing things is hard, but you can do it," he says.

Deibert was pleased with what the group of students, who didn't know each other, were able to achieve in a short span of time. They had an opinion piece printed in *The Globe and Mail* and their media stunt — 100 fake grave stones planted on front campus outside Convocation Hall — aired on the CBC program Canada Now. But most of all, Deibert believes the summer project empowered the students. "This says to them: I can actually have a say in something and with some hard work, I can change the world at a small level."

For Mohan, it was the professor that impressed her. "Professor Deibert is, quite simply, a really inspiring person. He can sit in a class and analyse issues to bits but at the same time, he gave us a chance to build on that."

'Decon' Facility Seeks Upgrade

BY JANET WONG

AT FIRST THOUGHT, THE NOTION of a permanent mass decontamination facility in the heart of downtown Toronto seems like something out of a paranoia-laden disaster movie. But given the after-effects of Sept. 11, perhaps this kind of facility isn't so farfetched after all.

In the life of a cyborg this is where fiction and reality meet. About 10 years ago Professor Steve Mann of electrical and computer engineering conceived of an idea for a decontamination facility to handle mass casualties from bioterrorist weapons like anthrax, chemical spills and so on.

The design evolved over time, and with funding and equipment from various sources and contributors, Mann and a team began building the "decon" facility at 80 Spadina Ave. This past July it opened to the public with exhibitions of decontamination drills.

"This facility is the world's first and only teledecon facility," he said. "While there are other temporary decon facilities such as fire trucks, inflatable tents, etc., the teledecon facility is the first true decon facility in the world."

The decontamination area encompasses about 420 square feet of space and is divided into two parts, one for men and one for women. Each has separate changing, shower and vaccination

sections. (See <http://wearcam.org/tpw.htm>.)

The decontamination process, from strip-down to drying and redressing, takes about 90 seconds. Included in that time is a 30-second wash-down with a 0.5 per cent bleach solution. Although various solutions can be used, Mann noted that water, soap or bleach are sufficient for most decontaminations.

The facility has the ability to process 1,440 persons per hour — two three-stage pipelines (one for men, the other for women) can each process 720 persons per hour. Each of the two parallel tracks can process up to six people simultaneously. While the facility is now dismantled, Mann and his team are looking for sponsors to help with the \$100,000 it will cost to upgrade electrical and plumbing lines for the expanded facility.



PHOTO COURTESY OF STEVE MANN

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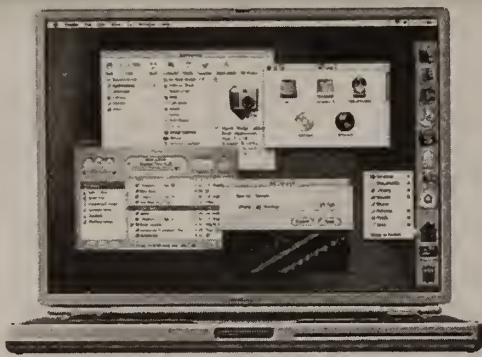


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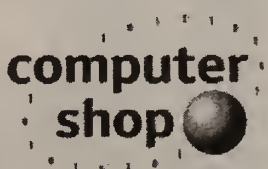
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ON THE BALL

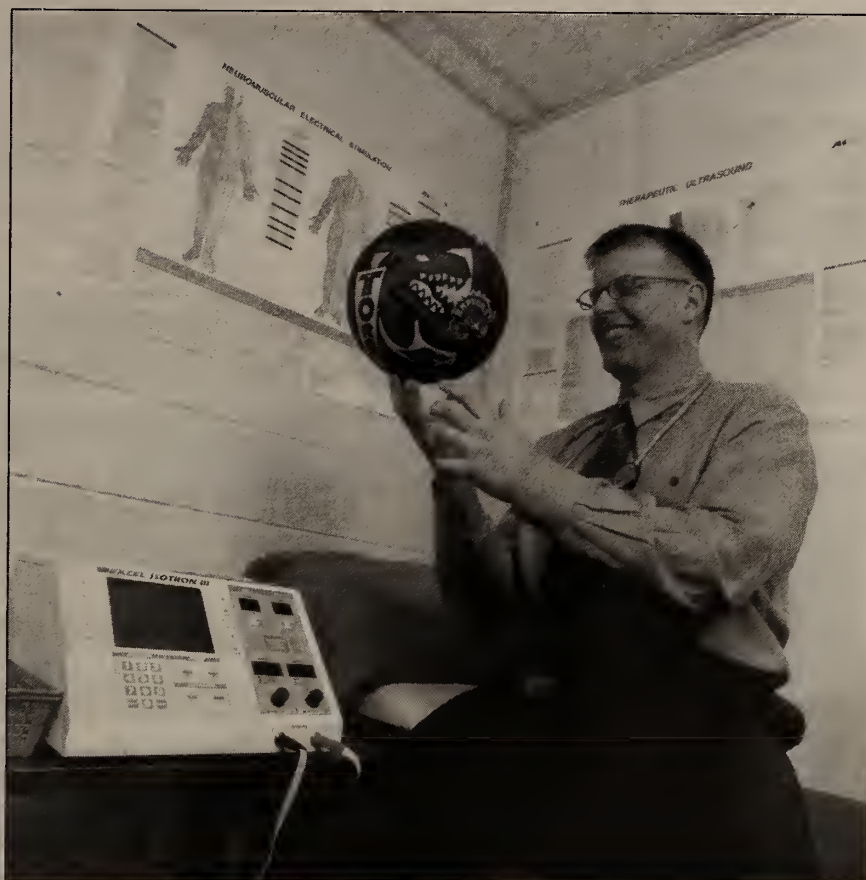
From varsity athletes to big league professionals, Doug Richards keeps athletes moving

BY MICHELLE OCAMPO

MAYBE IT'S BECAUSE HE'S A PHYSICIAN to the Toronto Raptors of the NBA that Professor Doug Richards is so laid back and nonchalant. He likes the word "cool" and uses a lot of street-wise jargon.

Born in London, Ont., Richards spent his childhood and adolescent years in Montreal, Toronto and Ottawa. Although he was an avid athlete — he played hockey, basketball, soccer and football — the idea of becoming a sport physician never occurred to him until after he obtained his medical degree at U of T in 1979. In fact, after contracting encephalitis as a child, he wanted to become a brain surgeon, inspired by Dr. James Blundell, who treated him. So while in medical school, Richards took electives in neurosurgery but discovered "it wasn't what turned my crank." Instead, he realized his interests were in mathematics, physics and biomechanics — the body as a locomotor machine greatly fascinated him.

In 1984 he started taking care of some of the varsity athletes. "It was at that point that I fell in love with it," says Richards. Since then, he has served as chief medical officer at the 1986 World Lacrosse Championships, the 1992 World Ultimate Club Championships, the 1994 World Championship of Men's Basketball, the Toronto Open of the Fédération internationale de volleyball (from 1997 to 1999), and the 1997 Special Olympics World Winter Games in Toronto and Collingwood. He is the team physician for Canada's national beach volleyball teams, the Toronto Raptors, the national women's basketball team and the Varsity Blues intercollegiate athletic teams. He also teaches and is medical director of the David L. MacIntosh Sport Medicine Clinic in the Faculty of Physical Education and Health.



One thing he has learned to acknowledge as a sport physician is that while he is responsible for diagnosing injuries and recommending treatment, "the doctors do not decide. The doctors advise, and athletes decide."

He recalls his first year with the Raptors in 1995, when this fact was made clear to him by one of the players. After the athlete suffered a dislocated ankle with two torn ligaments, he refused rehabilitation treatment against the advice of Richards and his colleagues and signed a waiver acknowledging the

medical team's recommendation, which he refused. Amazingly enough, the injured Raptor played the next game, scoring a career high in points that night. Pausing to laugh at the recollection, Richards recounts that "at the end of the game he came over, picked me up by the scruff of my neck and said, 'Told you so!'"

But while every season brings Richards different athletes from different sports to treat, he is also very committed to research and teaching. His most recent research project is looking at concussion in varsity athletes, a collaboration with colleagues at U of T and the Toronto Rehabilitation Institute. But this fall, his love of learning has taken him back to school to obtain his PhD in biomechanics at the University of Waterloo. "I really do love continuing to learn," he says, adding that he gets much excitement and fulfilment in solving new challenges. His other interests include cycling, squash, cooking and sampling fine red wines.

"There's a lot more to the world than sport medicine or biomechanics," he says, recounting his trip to India while a medical student in 1976 — an excursion that caused him to live reverently with a firm belief in tolerance and diversity. For a man who has accomplished much, he is quick to acknowledge his own ignorance.

"The only thing I know for sure is that I know nothing else for sure," he muses. "We are in a vast sea of ignorance dotted by tiny islands of knowledge and we need to recognize our ignorance and fragility. To me that generates a requirement of tolerance because no one has the answer, no one has many answers, in my opinion. We have a lot of questions and few answers."

Then looking up from his moment of philosophical expression, he nods his head and says with a smile, "Cool."

DANIEL DUTKA

Donation Creates Awards for Non-Traditional Students

BY JAMIE HARRISON

ASERIES OF AWARDS TO BENEFIT non-traditional students as well as those in the humanities and social sciences has been created by two University of Toronto alumni.

Thomas Simpson, vice-chair of Governing Council, and his wife, Beverley, have created \$1 million in scholarships to benefit single parents and mature students as well as graduate students in the humanities and social sciences.

The donation creates the Thomas and Beverley Simpson Ontario Graduate Scholarships (OGS) in the Faculty of Arts and Science. The OGS awards, totalling \$700,000 (matched by both the university and the Ontario government) will result in 10 scholarships in the humanities and four to students enrolled in the social sciences. Each scholarship will be worth a minimum of \$15,000 per year. There will also be a \$180,000 graduate achievement award in the Transitional Year Program (TYP) and a \$100,000 graduation achievement award for single parents at Woodsworth College. All awards will be matched by the university.

"We've done pretty well in life and we wanted to give something back," said Beverley Simpson, who obtained her BA in 1981. "I did my undergraduate history degree part-time. I had begun full-time studies at U of T after Grade 13 but withdrew during my first year because my mother was terminally ill. I thought I could never go back but Woodsworth College provided that second chance. I became involved in student and university government, met Tom and ended up going to law school. My life took a totally different direction than I would have thought."

"Because my father died when I was an infant, I was raised in modest circumstances by a mother who impressed upon my sister and me the importance of education. It is important to me to give something to assist those who have the intellectual ability but might not otherwise have an opportunity to experience university. I hope these awards provide some of that assistance."

The common ground for both TYP and Woodsworth is that they provide access to U of T for many students who might not otherwise be here, said Professor Rona Abramovitch, director of TYP and

acting principal of Woodsworth College. "But just providing a point of entry for non-traditional students is not enough to ensure their success. These students need a nurturing, encouraging environment that we try to provide. This gift not only provides essential financial

support but also indicates to the Woodsworth single-parent students and the TYP students that our alumni care about their well-being and want to see them succeed," she said.

"The University of Toronto was the starting point for so many of

the good things that happened in our lives," said Tom Simpson, who obtained three degrees from U of T — bachelor of science, MBA and a law degree. "We wanted to be able to give the same opportunities to students who might not have had them otherwise."

CanWest Pulls Fellowship Funding

BY JANE STIRLING

CANWEST GLOBAL HAS SUSPENDED ITS FUNDING FOR four journalism fellowships at U of T but the university has vowed to continue the program.

The Southam Fellowships, established in 1962 by Southam Inc., allow emerging leaders in journalism to pursue eight months of study at U of T. CanWest Global took over support of the program when it acquired Southam in 2000.

John Fraser, master of Massey College, said he has secured funding for one of the four fellowships and is close to confirming funding for another. He plans to co-ordinate a \$5 million national fundraising campaign to endow all Southam Fellowships by the beginning of March.

Fraser said he was told late last week that CanWest Global was pulling funding for the program.

"The Southam Fellowship is the most important program in journalism in Canada and it represents a major commitment of the University of Toronto to the world of journalism," Fraser said. "We hope that

support for our \$5-million campaign will help us endow the program so we won't have to worry about its continued existence."

More than 75 fellows have participated in the program including columnist Allan Fotheringham and CBC's Michael Enright. Fellows are chosen each year from applicants with at least five years' experience in print or broadcast media. While at U of T, they are appointed senior residents of Massey College, the university's graduate college.

Fellows are free to enrol in any graduate or undergraduate courses and use the full facilities of the university. There are no educational prerequisites for a fellowship nor do fellows receive credits or degrees for work done during the year. The fellowships cover a journalist's salary for eight months of the year and all university fees.

Including the four Southams, there are six fellows in all at U of T. The Gordon N. Fisher Fellowship is endowed and the CTV Fellowship is a five-year commitment. Neither of these is affected.

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INNOVATION, RESEARCH AND NATIONAL SECURITY

Ottawa's innovation agenda critical in battle against terrorism

BY ROBERT BIRGENEAU

The following is an excerpt from a speech given by President Robert Birgeneau at the Gairdner Foundation awards ceremony Oct. 25.

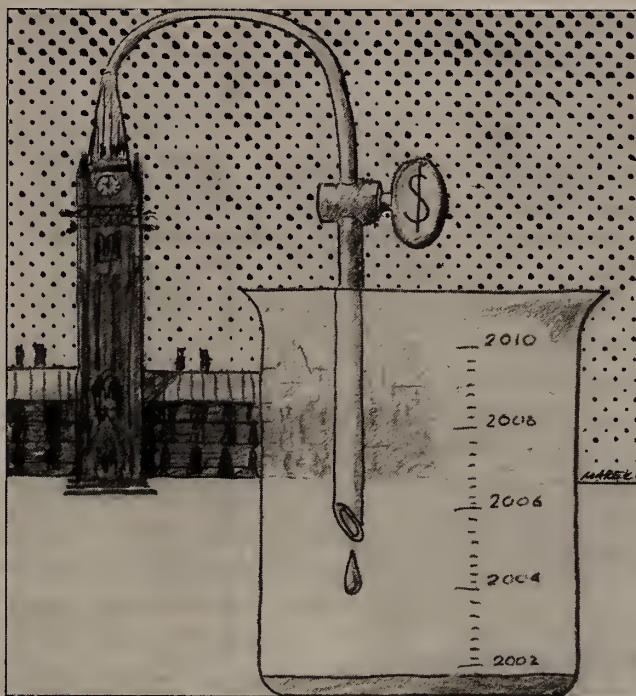
THE SIGNIFICANCE OF THE REPORT OF THE U.S. Commission on National Security in the 21st Century, headed by former senators Gary Hart and Warren Rudman, has come into sharp focus in the United States since the tragic events of Sept. 11.

In its report issued in February, the commission stressed that mass-casualty terrorism directed against the United States homeland was of serious and growing concern. Hart and Rudman then proposed a strategy that prioritized deterring, defending against and responding effectively to such dangers. Sadly, Sept. 11 demonstrated the prescience of this commission.

However, the most recent and final recommendations stemming from the commission's two-year effort are of particular importance for Canadians. In the Road Map for National Security, the commission concludes that "despite the end of the Cold War threat, America faces distinctly new dangers, particularly to the homeland and to our scientific and educational base." Hart and Rudman note that America's current world leadership depends on its ability to remain at the "cutting edge of science and technology." Remarkably, they also made this dramatic statement: "In this commission's view, the inadequacies of our systems of research and education pose a greater threat to US national security over the next quarter century than any potential conventional war that we might imagine."

The commission acknowledges that in a knowledge-based future, the United States will need to fund more basic research and technology development in areas of critical national interest, not for the short- or mid-term returns characterized by civil sector research but in the kind of long-term research that is most common in universities. The report states: "Building up an adequate level of effort for major, long-term research for the public good will require an increased investment on the order of 100 per cent over the next decade. In other words, a government-wide [research and development] budget of about \$160 billion by fiscal year 2010 would be prudent and appropriate."

The report contains many lessons for Canada. The government of Canada has been advocating an ambitious innovation



agenda that proposes to spend billions of dollars enhancing research and development and other initiatives to grow Canada's competitiveness so that it ranks in the top five in R&D spending among nations of the Organization for Economic Cooperation and Development, versus its current position as 15th. Indeed, pre-Sept. 11 economic data demonstrate that this strategy is already bearing significant fruit.

The question now arises: Should Sept. 11 change this course? Some have been cautioning the government that due to the current state of the economy and unrest over national security, we must dampen our expectations of the federal budget in December. To the contrary, as the Information Technology Association of Canada said in the recently released report, *Toward a Culture of Innovation*, the government needs to stay the course with its innovation agenda, both as economic and national security imperatives. The report states: "We cannot abandon domestic initiatives that may actually strengthen our ability to fight terror and protect our citizens."

At a time when Americans — the world leaders in innovation

and government support for basic research — are looking at spending even more to maintain their economic and technological supremacy, Canada can ill afford to back away from the federal government's stated goal of moving us from 15th to fifth place among industrialized nations in research support by 2010. This is the same year, after all, in which the Hart-Rudman report recommends that the United States increase investment in R&D by 100 per cent over current levels. We cannot afford to slip even further behind our American counterparts.

The government of Canada and many provincial governments now recognize the strategic importance of university research in the "knowledge-based" society and have made strategic and creative new investments in this regard. Indeed, as in the United States, our nation's research universities function as economic engines for Canadian society, enabling us to compete in the global marketplace. Our needs, in fact, go far beyond the technologies that might be directly linked to security concerns. The best defences against terrorism are a robust and diversified economy and a resilient civil society. Without strong research universities as arenas for the continual development and testing of knowledge and ideas, we will be weakened in each of these respects.

For Canadian universities, the single most important element of the innovation agenda is the commitment of the federal government to pay the full costs of research, that is, not just the cost of the research itself but also the myriad of expenses associated with health and safety, infrastructure support, commercialization, ethical review and other activities required to carry out the research. Without this, Canadian universities cannot compete effectively in the international arena and, through their work, advance Canada's security and our economic and social environment.

It is critically important that we institute the innovation agenda now — in the Canadian government's December budget. It is equally important that Canadians reinforce the innovation momentum in their places of work and in their respective communities. We need to bolster our research capacity and the work of research universities that also educate our future educators and scientists. If we allow the events of Sept. 11 and their aftermath to deter us from this goal, then the terrorists will have indeed succeeded. We cannot allow this to happen.

MARK CIEKIEWICZ



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TASK FORCE ON INTERNATIONALIZATION AND STRATEGIC INTERNATIONAL PARTNERSHIPS

TO ADVANCE FURTHER THE INTERNATIONALIZATION STRATEGY and related plans of the University of Toronto, the President has asked Professor Heather Munroe-Blum, Vice-President – Research and International Relations, to establish and chair a Task Force on University Internationalization and Strategic International Partnerships. This Task Force will identify a small group of distinguished universities outside of Canada which would become the University's core strategic inter-institutional partners.

In 1995, a working group established a background paper to inform university international relations entitled *Beyond Borders: The University of Toronto in a Global Community*. The paper recommended that the University advance by setting internationalization as an institutional priority with an overall goal of moving out of "goodwill only" international agreements into substantial inter-institutional international agreements in order to advance the international dimensions of our research, teaching and student/faculty bodies as a prerequisite to being an internationally significant research-intensive university.

In 1998, an institutional administrative plan focussed on three specific goals to advance the internationalization of the University. These included: increasing the international mobility of our students (graduate and undergraduate), increasing recruitment of students from outside of Canada, and increasing international sources of support for the University.

Since then, there have been a number of developments which have improved the overall climate for university internationalization in Canada. These include the Report of the Prime Minister's Expert Panel on Canada's Role in International Science and Technology (on which the Vice-President – Research and International Relations served as a member) and the subsequent creation of the international programs of the Canada Foundation for Innovation. At the provincial level, an international subcommittee has been created (chaired by the Vice-President – Research and International Relations) through COU-OCUR to recommend provincial measures to advance the internationalization of Ontario's universities. Within the University, there has been an increase in the number of strategic agreements in support of student mobility, increased participation in international research and scholarly networks, growth in the number of students participating in international mobility programs, expanded international student recruitment and enhanced resource generation from international sources. There is nonetheless significant room to advance further our performance in each of these domains.

Strategic International Partnerships

Currently, the University of Toronto has 77 formal inter-institutional agreements and many more agreements exist at the divisional and departmental levels. The academic and research programs of the University will and should continue to develop and expand strategic relationships with a



broad array of institutions and departments outside of Canada where strength in particular fields or disciplines would make these effective partners at the program level.

In addition, there is now a real opportunity to engage a strategy of international partnering at the institutional level that will advance substantially our institutional mission to be ranked among the top ten public research-intensive universities in the world (WP10). Partnerships within this more select group would be developed on a strategic bilateral basis with mutual priorities and specific targets to be established, resources put in place to achieve shared academic goals, and individuals, timelines, and activities identified to promote the shared agenda. These partnerships would serve to advance further the University's progress related to the goals determined in 1998 and as well would involve:

- strategic research collaborations that could be supported by trans-national funding programs, such as those of the European Union and the Canada Foundation for Innovation, as well as major foundations;
- development and sharing of major research facilities, to facilitate research cooperation and to create opportunities and efficiencies in major areas of scientific and scholarly endeavours for faculty and students;
- creation of fellowships and bursaries to support and foster graduate student and faculty mobility within defined areas of reciprocal strength;
- facilitation of reciprocal access to national and/or regional research and academic networks and consortia.

In addition to identifying a small strategic group of institutional partners, the Task Force will recommend elements of a strategy and mechanisms to build these relationships drawing on the full array of opportunities available. Strategies will build on faculty priorities and interests and create opportunities to support those interests. The Task Force will also look at barriers which may exist for faculty and students which limit or restrict ability to maximize international mobility and research opportunities, and suggest strategies to overcome such barriers.

Building on our Internationalization Goals

Improving our efforts to attract and retain outstanding faculty and top international students, will remain a core part of the University's overall internationalization strategy, and will be enhanced through our goal of building strategic international partnerships and ranking among the top research-intensive universities in the world. Attracting top graduate students will remain a priority, and creating improved financial support for international graduate students will be a key requirement in meeting this goal.

The Task Force will identify a set of strategies to improve our ability to attract and retain outstanding international faculty and graduate students.

Task Force Membership – Professor Heather Munroe-Blum, Vice-President – Research and International Relations, Chair, and:

Dr. Jon Dellandrea, Vice-President and Chief Advancement Officer
Professor Ian Orchard, Vice Provost, Students
Professor Richard Stren, Academic Coordinator, International Programs Development, Department of Political Science
Professor Carl Amrhein, Dean, Faculty of Arts and Science
Professor Rorke Bryan, Dean, Faculty of Forestry
Professor Ron Daniels, Dean, Faculty of Law
Professor Michael Fullan, Dean, OISE-UT
Professor Sue Horton, UTSC
Professor Michael Marrus, Dean, SGS
Ms. Farhana Mather, Director, International Programs Development Office (Secretary to the Task Force)
Professor Patricia McCahey, Department of Political Science and member of the University of Toronto International Advisory Committee
Ms. Carol Moore, Chief Librarian

Professor David Zakus, Director, Centre for International Health, Department of Health Administration and member of the University of Toronto International Advisory Committee
Professor Janice Stein, Department of Political Science
Professor Tas Venetsanopoulos, Dean, Faculty of Applied Science and Engineering
Professor Loren Brandt, Department of Economics
Dr. Peter Munsche, Assistant Vice President, RIR
Professor Marion Bogo, Faculty of Social Work
Professor Peter Pauly, Rotman School of Management
Professor Richard Bond, Canadian Institute for Theoretical Astrophysics
Professor Glen Jones, OISE-UT
Professor Louis Pauly, Department of Political Science
Professor Bob McNutt, Principal, UTM
Professor Dyanne Affonso, Dean, Faculty of Nursing
Mr. Martin England, Assistant Vice Provost, Strategic Planning

Submissions related to the Task Force's terms of reference are sought from all members of the University community and should be sent to the Office of the Vice-President — Research and International Relations by December 10, 2001. Interested persons are encouraged to contact Professor Munroe-Blum through electronic mail at international.programs@utoronto.ca or in writing at Simcoe Hall, 27 King's College Circle, Toronto, Ontario, M5A 1A1.

LETTERS

ASSURANCES ON PRIVACY QUESTIONABLE

The university assures us that our privacy is fully protected and refers to my experiences with the Canadian Security and Intelligence Service and the university administration following the discovery that my secretary had been a long-time CSIS informer (Policies Protect Privacy at U of T, Oct. 29).

The case has aroused concern within the university and may now merit closer attention because of the university's behaviour when it became aware of how CSIS collected information and copies of my correspondence through my secretary. Perhaps my currently employed colleagues need to question the university's assurances.

It is all very well to tell us that our personnel files and documents may be released only with written consent or under court order, but how does the policy deal with an employee who disregards it? My secretary was not disciplined in any meaningful way.

When CSIS reported to then President Robert Prichard and Vice-President Michael Finlayson in 1990 that I was the subject of a CSIS inquiry, Prichard to his credit informed me, although the university had been aware of it for a year. Even then, it was only when I mentioned my secretary's activities (which I had learned about independently) that he acknowledged CSIS having mentioned her role. Apparently he had not planned to tell me himself.

He instructed Finlayson to investigate the whole affair, but we know what became of that. Finlayson wrote to me that "Whatever you or I may know about Isabel's activities over the past ten years, there was nothing negative on her personnel record which would have justified her not being employed by the University," and so she went to work in human resources. That statement is incredible. Her activities were well documented and Finlayson was present when CSIS reported. Against these blatant untruths how much confidence can be placed in the "assurances" published in *The Bulletin*?

In *The Globe and Mail* of Oct. 22 my former secretary is quoted as saying that "The only reason that the university didn't fire me was, yes, because they were afraid I would go to the press." Susan Bloch-Nevitte of public affairs described this as "preposterous" (*Varsity*, Oct. 29). It is not in any way preposterous. Through her legal counsel, my secretary had made her intentions very clear indeed to Simcoe Hall. The sad fact is that the university chose to throw me to the wolves rather than risk adverse publicity, however absurd the threatened revelations might be. When one has served the university with devotion and distinction for 34 years, it is shameful behaviour. In light of this, the current faculty

might wish to press for rather more meaningful policy assurances.

I do not seek to resurrect a distasteful episode but, in view of what the university knew for at least 12 years, perhaps an apology might not have been an unreasonable expectation. For others it would be reassuring to read a public statement that the university shares the widespread sense of disgust and that this sort of thing will not recur, at least during the presidency of Professor Robert Birgenau.

JOHN GITTINS
GEOLOGY

FEMALE RETIREES AND THE LAWSUIT

Neither the In Brief report in *The Bulletin* (Retirees' class action dismissed, Nov. 12) nor Susan Bloch-Nevitte's article on the university Web site (Pension appellants' suit dismissed, Nov. 11) concerning the female pensioners' lawsuit against the university takes into account some of the important aspects of Justice Arthur Gans' 30-page decision. Contrary to both titles, Justice

Gans affirms, after having studied very thoroughly how the notions of "systemic discrimination" and "unjust enrichment" can apply to the case, that the women in question have a "reasonable" cause of action. He says: "I find that the Statement of Claim discloses a reasonable cause for action." In the statement of claim, to which he alludes, the plaintiffs were asking for a "recalculation of their past salaries ... using a methodology based on that of the Female Faculty Salary Review (1989-91) as well as a recalculation of their pensions."

Justice Gans' judgment marks an important precedent, as he dismisses the university's argument of time limitation (the plaintiffs should have sued before 1998, according to a strict application of the law) and ignores the university's plea that retroactive justice and retroactive payments are inappropriate in this case. Although he does not recognize the women's suit as a class action, he envisages the validity of their future individual lawsuits against the university. He concludes: "In my opinion, as I

suggested during argument, the action can and should continue in its present form" and at the end he invites counsel to meet him for further discussions of the matters raised by the lawsuit.

In such a context President Robert Birgenau's proposed solution — a pension increase for all pensioners, male and female, who retired before 1996 — in his declaration referred to in Bloch-Nevitte's Web site report, fails to address the real issue clearly stated by Justice Gans: *the gender inequity affecting the salaries of many of the female professors and librarians who retired before 1991.*

I find it rather sad that, reporting on such an important issue, which is of great interest to *all women in Canadian universities*, both *The Bulletin* and its director should only be interested in representing the official point of view of the university administration, without consulting other media (both *The Globe and Mail* and *The Toronto Star* also had editorials on the subject) or the university professors and librarians involved in the lawsuit. Has *The*

Bulletin become a "propagandist publication" as Professor Desmond Morton strongly suspects in a letter written to *The University of Toronto Magazine* (Autumn 2001)?

JEANNELLE SAVONA
FRENCH

OMISSIONS EMBARRASSING

I was pleased to see my Forum article on the back page of *The Bulletin* (The Art of Research, Nov. 12). With a closer look, however, I realized that some significant text had been left on the cutting-room floor. The omission of this text has caused me embarrassment and concern because it inadvertently misrepresents my intentions. In the original piece I credited all the artist-researchers upon whose work I based the opening scenes. In the published version the one name strong enough to survive the editor's scissors happened to be the only male faculty member in the list of credits. While I recognize that editors must make difficult decisions in order to meet space constraints and ensure readability, the omission of students' and female faculty members' names was an unfortunate one. (It would have been preferable to omit all of them.) I wish to publish the omitted material here in order to give credit where it is due and to correct the implied value statement about gender and status that is reflected by the presence and absence of names.

The omitted section reads as follows: The large acrylic on canvas painting, done by Professor Gary Knowles (co-director, Centre for Arts-Informed Research), is an analytic representation of data gathered on young Mormon couples' pre- and early-marriage experiences. The clothesline is part of a community-based research project entitled *Living and Dying With Dignity: Issues of Care and Caring to People With Alzheimer's Disease* conducted by Professor Ardra Cole (co-director, Centre for Arts-Informed Research) and Maura McIntyre (centre SSHRC post-doctoral fellow). Recent doctoral graduate Brenda Brown [sic] and current doctoral candidate Nancy Davis-Halifax frequently read poetry from their theses at local venues. Brenda Brown's *Lost Bodies and Wild Imaginations: Expressing the Forbidden Tales of Childhood Sexual Abuse through Artful Inquiry* (2000) is a poetic fiction "spun from the imaginary realm, held within theory." Nancy Davis-Halifax's in-progress work on disability and breast cancer, *Another Form of Water*, is "an aesthetic and oblique inquiry into dis-body, solace, and vulnerability." The theatre scene is based on Eric Miller's (2001) doctoral thesis, *Closing Time: Men, Identity, Vocation, and the End of Work*, written as a stage play.

ARDRA COLE
OISE/UT

ON THE OTHER HAND

B Y N I C H O L A S P A S H L E Y

GOOD GUYS AND VARMINTS

IT WAS MANY YEARS AGO NOW THAT I first arrived at this university, a slip of a boy from the traplines of central Etobicoke. Life in Etobicoke back then, before the subway came, was short and brutish, a daily fight for survival in the face of insurmountable odds. It was a rugged group of men and women who worked the land in those parts west of the Humber, out beyond the frontier. My friends were boys with names like Jackson, Owen, Dunning, Nicholson and Coates, which gives you some idea of the rich cultural tapestry of the region.

Our parents were determined that we should better ourselves, to be less dependent on our ancestral livelihoods, for even then there were signs of civilization encroaching from the country south of Richview Side Road. So it was that I arrived in the city one September morning, provided with enough squirrel pelts to get me through that first year of university. I must have been quite a spectacle back then, with my odd rustic ways. How they laughed at Varsity Stadium when, apparently miffed at the McGill offensive line, I cried out, "Consarn them varmints!"

What was it, then, that led me to Hart House Theatre? Back where I came from we didn't have time for the arts. Pa was busy checking the traps out the other side of Kipling Avenue and Ma was busy raising us kids and making pemmican. And yet something drove me to Hart House Theatre, that first week of classes, to audition for Shaw's *Heartbreak House*. Maybe it was Shaw himself; his beard reminded me of Uncle Jeb, back in Etobicoke. Whatever the case, I soon realized that my days of hunting and trapping small animals were behind me.

As Irving Berlin famously noted, there's no people like show people. He was right. On occasion I saw them smile when they were low. You can learn a lot about people in the week before opening night, when that scene in the second act just isn't working,



rehearsals are going into the wee hours and that history essay remains undone. Still — to cite Mr. Berlin once more — you wouldn't trade it for a sack of gold.

All this came back to me earlier this month as I enjoyed the fundraising gala at Hart House Theatre, an event designed to separate men and women of good will from their money in the name of preserving a fine old art deco theatre. The show was produced by and hosted by David Gardner, who directed me in a Strindberg play on that stage in 1967. Showbiz veterans such as Dinah Christie, Dave Broadfoot, Araby Lockhart and William Needles entertained along with the likes of Bob Rae and Hal Jackman and current U of T students. The point was subtly made that saving Hart House Theatre was not simply an exercise in nostalgia (at a time when we were mourning the demise of Sam the Record Man, the El Mocambo and possibly the Toronto Symphony Orchestra). There are students of this university today who need Hart House Theatre as well as generations yet unborn.

Not everyone who treads those hallowed boards goes on to a theatrical career. They become Margaret Atwood. They become premiers, chancellors, lawyers and — yes — booksellers. A university is more than the sum of its classroom and lecture halls. This university without Hart House Theatre would be a poorer place. It's too bad that such local treasures become dependent on people coughing up cash to put their names on things, but that's life these days. Hell, if a lowly bookseller can fork out the spendolas to get his name on a seat at Hart House Theatre, maybe a few more people can too.

You can be one of the good guys or you can be a varmint. Your choice.

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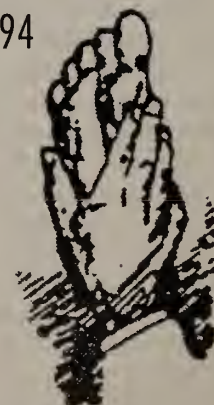
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PSYCHOANALYTIC PSYCHOTHERAPY with a registered psychologist. Dr. June Higgins, Medical Arts Building, 170 St. George Street (Bloor and St. George). 416-928-3640.

Psychologist providing individual and couple therapy. Work stress, anxiety, depression, personal and relationship concerns. U of T health plan covers cost. Dr. Sarah Maddocks, Registered Psychologist, 114 Maitland Street (Wellesley & Jarvis). 416-972-1935, ext. 3321.

Dr. Neil Pilkington. Assessment and individual, couples and group cognitive-behaviour therapy for: anxiety/phobias, depression/low self-esteem, stress and anger management, couples issues and sexual identity/orientation concerns. Staff/faculty health care benefits provide full coverage. Morning, afternoon and evening appointments. Downtown/TTC. 416-977-5666. E-mail Dr.Neil.Pilkington@primus.ca

Psychotherapy for personal and relationship issues. Individual, group and couple therapy. U of T extended health plan provides coverage. For a consultation call Dr. Heather A. White, Psychologist, 416-535-9432, 140 Albany Avenue (Bathurst/Bloor).

Dr. Will Cupchik, Clinical Psychologist. Thirty-five years' counselling experience. Adult, couple, teenage and intergenerational (i.e., adult child and his/her parent) psychotherapies. Self-esteem. Depression. Anger. Loss. Worry. Stress management. Coaching. Heart-healthy lifestyle changes. U of T extended health care benefits partially or totally covers fees. 250 St. Clair Avenue West. 416-928-2262.

Evelyn Sommers, Ph.D., Psychologist, provides psychotherapy and counselling for individuals and couples from age 17. Covered under U of T benefits. Yonge and Bloor. 416-413-1098 or e-mail for information package, eks@passport.ca

FAMILY MEDIATION: A co-operative process that enables separating couples to develop their own solutions to issues such as custody and support. The reduced conflict has immediate and long-lasting benefit for all parties. Peggy O'Leary, M.Ed., C.Psych. Assoc. 416-324-9444.

Dr. Carol Musselman, Registered Psychologist. Psychotherapy for depression, anxiety, trauma and other mental health needs, relationship problems, issues related to gender, sexual orientation, disability. Day and evening appointments. Covered by extended health plans. 489 College Street, Suite 206. 416-568-1100, cmusselman@oise.utoronto.ca

Adult, couple, child assessment/psychotherapy. Depression, anxiety, loss/trauma. Clinical/psycho-educational assessment of children/adolescents. Evening/weekend

appointments available. Benefit coverage for U of T staff. Dr. M. Gholamain, Registered Psychologist, 114 Maitland Street, 416-972-1935, ext. 3328.

Child/Teen/Adult/Family Assessment & Therapy. Thorough Learning Disability ADHD and Giftedness assessments. Wide range of counselling services to individuals and families. U of T extended health care benefits partially or fully cover services. Dr. Stacy Berman, Dr. Ruth Slater, Psychologists, and Ruth Benedikt, D.C.S., at the Collaborative Therapy and Assessment Group: 416-644-0983 (St. Clair & Avenue).

MISCELLANY

Travel — teach English: Job guarantee. 5-day/40 hours. (September 2001 — September 2002). TESOL teacher certificate course (or by correspondence). FREE information pack 1-888-270-2941 or www.canadianglobal.net

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Masonic Lodge meets monthly on 2nd and 4th Thursday. For information or to attend meetings contact 416-467-1824 or scott.bulovac@utoronto.ca

FUNDRAISER. U of T Art Centre volunteers present a benefit performance of *The Student Price* by the Toronto Operatta Theatre, Friday, December 28 at 8 p.m. Jane Mallett Theatre, St. Lawrence Centre. Tickets \$35/\$50. Call 416-946-7089.

MSW or similar required to facilitate medical programs of stress reduction. Personal meditation experience an asset. Contact Diana, 416-413-9158. Our Web site is www.meditationforhealth.com

East West Books on 128 Harbord Street (west of Spadina) buys sells and trades quality books on western philosophy, eastern religion, Zen, Freud, Jung, world literature, classics and modern. Call Thomas 416-923-1725.

action against violence

On December 6th, 2001

Please join the U of T Community in honouring all women who have experienced men's violence.

<p>St. George Campus 12:15pm - 1:15pm Great Hall, Hart House Reception to follow</p> <p>Scarborough Campus 10:45am Leigh Lee Brown Theatre</p>	<p>Mississauga Campus 12pm - 1pm Student Centre</p> <p>Candlelight Vigil 6pm Philosopher's Walk, Bloor St. Entrance</p>
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For more info contact:
status.women@utoronto.ca • www.library.utoronto.ca/wow
 Chaplain Karen Bach 416 978-2785

EVENTS



LECTURES

From Author to Readers.

TUESDAY, NOVEMBER 17
Roch Carrier, writer and national librarian of Canada. George Ignatieff Theatre. 8 p.m. *John W. Graham Library, Trinity College*

Cities Rising Up: The Political Economy of the First Urban Century.

WEDNESDAY, NOVEMBER 28
Jack Layton, Federation of Canadian Municipalities. Innis College Town Hall. 6:30 p.m. *Harold Innis Research Foundation*

The Amazing Pulsatile Toadfish.

THURSDAY, NOVEMBER 29
Prof. Chris Wood, McMaster University; annual Holeyton lecture. 432 Ramsay Wright Zoological Laboratories. 4 p.m. *Zoology*

Artists in the Archives: Artemesia Gentileschi and Others.

THURSDAY, NOVEMBER 29
Prof. Libby Cohen, York University; Colloquium on Visual Culture. 6029 Sidney Smith Hall. 5 p.m. *Fine Art*

Why Israel Needs a Constitution.

THURSDAY, NOVEMBER 29
Prof. Paul Eidelberg, Foundation for Constitutional Democracy in Jerusalem; Max & Gianna Glassman Israel exchange scholar. 179 University College. 8 p.m. *Jewish Studies Program*

The Coldest March: Scott's Fatal Antarctic Expedition.

THURSDAY, NOVEMBER 29
Susan Solomon, National Oceanic & Atmospheric Administration Aeronomy Laboratory, Boulder; annual John & Lois Dove memorial lecture. MacMillan Theatre, Faculty of Music. 8 p.m. *Chemistry*

Stars, Stories and Wonders of the Winter Sky.

SUNDAY, DECEMBER 2
Ian McGregor, Royal Ontario Museum; special interactive presentation for kids. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

Now That Europe Is in the Making, the Problem Is to Make the Europeans: The Italian Connection.

MONDAY, DECEMBER 3
Prof. Remo Ceserani, University of Bologna. 400 Carr Hall, 100 St. Joseph St. 4 p.m. *Emilio Goggio Chair in Italian Studies*

Chasing Napoleon.

TUESDAY, DECEMBER 4
Tony Scherman, artist; in conjunction with Chasing Napoleon exhibition. 140 University College. 4:30 p.m. *U of T Art Centre*

The Olive in the Aegean: From Bronze Age Subsistence to Ottoman Period Commodity.

WEDNESDAY, DECEMBER 5
Harriet Blitzer, Buffalo State College. 001 Emmanuel College. 5:15 p.m. *Achaological Institute of America, Toronto Society*

Feed My Eyes: The Faith of Postering.

WEDNESDAY, DECEMBER 5

Robert Stacey, author of *Canadian Poster Book: 100 Years of Canadian Posters*; Alexander C. Pathy lecture on the book arts. Thomas Fisher Rare Book Library. 8 p.m.

The Pyramid Texts and Ancient Egyptian Concepts of Life After Death.

THURSDAY, DECEMBER 6
Terry Miosi, Ontario Ministry of Training, Colleges & Universities. 40/140 University College. 8 p.m. *SSEA*

Climacus and the Limits of Language.

FRIDAY, DECEMBER 7
Bruce Howes, University of Ottawa. Senior Common Room, Trinity College. 7:30 p.m. *Kierkegaard Circle*

COLLOQUIA

Ideas, the Final Frontier: Computers Beyond Hierarchy and the Web Beyond HTML.

TUESDAY, NOVEMBER 27
Prof. Ted Nelson, Keio University, Japan. 1105 Sandford Fleming Building. 11 a.m. *Computer Science*

Feeding Innovations in Birds: Implications of Cognition, Neuroscience, Ecology and Evolution.

WEDNESDAY, NOVEMBER 28
Prof. Louis Lefebvre, McGill University. 1069 Sidney Smith Hall. 4 p.m. *Psychology*

The 1946-1949 Tokyo War Crimes Trial's View of the Second World War and the Three Japanese Nationalist Schools of History.

WEDNESDAY, DECEMBER 12
Kiyoshi Ueda, PhD candidate, history; graduate faculty series. 2090 Sidney Smith Hall. 4 to 6 p.m. *History*

SEMINARS

The Insulin Receptor: Structure and Mechanisms of Action.

MONDAY, NOVEMBER 26
Prof. Peter Ottensmeyer, medical biophysics. 417 C.H. Best Institute, 112 College St. 11 a.m. *BBDMR*

Role of the Th2 Cells in Pathogenesis of Asthma.

MONDAY, NOVEMBER 26
Prof. Marsha Wills-Karp, Children's Hospital Medical Center, Cincinnati. 2172 Medical Sciences Building. 5 p.m. *Immunology*

Power and Difference in the Workplace.

TUESDAY, NOVEMBER 27
Winnie Ng, Canadian Labour Congress; Kathryn Church, independent researcher; and Prof. Deborah Barndt, York University. 12-199 OISE/UT, 252 Bloor St. W. 5:30 to 7:30 p.m. *Study of Education & Work, OISE/UT*

A Victorian Odyssey: The Evolution of Alfred Russell Wallace.

WEDNESDAY, NOVEMBER 28
Prof. Martin Fichman, York University. 323 Old Victoria College. 4 p.m. *History & Philosophy of Science & Technology*

Holocaust Experience and Suicide Ideation in High-Risk Older Adults.

THURSDAY, NOVEMBER 29
Diana Clarke, public health sciences and

collaborative program in aging and the life course. Suite 106, 222 College St. Noon to 1:30 p.m. *Human Development, Life Course and Aging*

Beyond Regulation and Mitigation: Renegotiating the Ethical Gaze in Teaching and Research.

THURSDAY, NOVEMBER 29
Prof. Robin Kearns, University of Auckland. 3153 Medical Sciences Building. Noon to 1:30 p.m. *Qualitative Inquiry Group*

The Legacy of the German Democratic Republic.

FRIDAY, NOVEMBER 30
Prof. Julia Hell, University of Michigan; Laurent McFalls, University of Montreal; and Thomas Lahusen, U of T. 325N Munk Centre for International Studies. 9:30 a.m. to 3:30 p.m. Registration: 416-946-8962; e.klein@utoronto.ca. *Joint Initiative in German & European Studies*

The Consequences of Globalization.

FRIDAY, NOVEMBER 30
Prof. Geoffrey Garrett, University of California at Los Angeles. 208N Munk Centre for International Studies. 2 to 4 p.m. *Political Science and International Studies*

Russian Policy in Northeast Asia.

MONDAY, DECEMBER 3
Georgy Kunadze, Russian Academy of Sciences. 108N Munk Centre for International Studies. Noon to 2 p.m. *Russian & East European Studies, Dr. David Chu Program in Asia Pacific Studies and Joint Centre for Asia Pacific Studies*

Developmental Reversal as a Centre Feature of T Cell Differentiation in the Thymus.

MONDAY, DECEMBER 3
Dr. Alfred Singer, National Institutes of Health, Bethesda. 2172 Medical Sciences Building. 5 p.m. *Immunology*

Regulation of Dictyostelium Myosin II by a Novel Kinase Family.

WEDNESDAY, DECEMBER 5
Prof. Graham Cote, Queen's University. C.H. Best Institute, 112 College St. 11 a.m. *BBDMR*

Engineering New Standards for Biocatalysis: Crossing Old Barriers With High Turnover.

WEDNESDAY, DECEMBER 5
Prof. Doug Clark, University of California at Berkeley. 116 Wallberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

Maria G. Agnesi on Calculus: Origins, Translations and Interpretations of an 18th-Century Textbook.

WEDNESDAY, DECEMBER 5
Massimo Mazzotti, visiting research fellow, IHPST. 323 Old Victoria College. 4 p.m. *History & Philosophy of Science & Technology*

The Future of Individualized Drug Therapy: Hopes and Realities.

WEDNESDAY, DECEMBER 5
Prof. Em. Werner Kalow, pharmacology. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

The Effects of Socioeconomic Background on Social Independence.

FRIDAY, DECEMBER 7

Prof. William Magee, sociology. Suite 106, 222 College St. Noon to 1:30 p.m. *Development, Life Course & Aging*

Hellfire Nation: The Moral Mainsprings of American Politics.

FRIDAY, DECEMBER 7
Prof. Jim Morone, Brown University. 208N Munk Centre for International Studies. 2 to 4 p.m. *Political Science and Study of the United States*

Autoimmune Diabetes: From a Crazy Idea to TRIGR, a Global Diabetes Prevention Trial.

MONDAY, DECEMBER 10
Prof. Hans-Michael Dosch, pediatrics. 2172 Medical Sciences Building. 5 p.m. *Immunology*

Calcium Control of Neurotransmitter Release.

THURSDAY, DECEMBER 13
Dr. Shuzo Sugita, physiology. 3231 Medical Sciences Building. 4 p.m. *Physiology*



MEETINGS & CONFERENCES

Committee on Academic Policy & Programs.

WEDNESDAY, DECEMBER 5
Council Chamber, Simcoe Hall. 4:10 p.m.

Planning & Budget Committee.

WEDNESDAY, DECEMBER 12
Council Chamber, Simcoe Hall. 5 p.m.



MUSIC

FACULTY OF MUSIC EDWARD JOHNSON BUILDING Jazz Orchestras.

WEDNESDAY, NOVEMBER 28
Paul Read and Phil Nimmons, directors. Walter Hall. 8:30 p.m. Tickets \$12, students and seniors \$6.

Thursdays at Noon.

THURSDAY, NOVEMBER 29
North Indian Music and Dance, lecture by James Kippen and performances by students. Walter Hall. 12:10 p.m.

THURSDAY, DECEMBER 6

Early music ensemble featuring student performers. Walter Hall. 12:10 p.m.

Young Artist Recital.

TUESDAY, DECEMBER 4
Katherine Whyte, soprano; Megan Latham, mezzo; Stephen Erickson, tenor; Peter McGillvray, baritone; Stephen Ralls, piano. Walter Hall. 8 p.m.

Vocal Jazz Solos.

WEDNESDAY, DECEMBER 5
A night of vocal jazz solos. Walter Hall. 8:30 p.m.

Faculty Artist Series.

FRIDAY, DECEMBER 7
Shauna Rolston, cello; Scott St. John, violin; Lydia Wong, piano. Walter Hall. 8 p.m.

Wind Symphony and Concert Band.

FRIDAY, NOVEMBER 30
Denise Grant and Cameron Walter, conductors. MacMillan Theatre. 8 p.m. Tickets \$12, students and seniors \$6.

Percussion Ensembles.

SUNDAY, DECEMBER 9
Robin Engelman, director. Walter Hall. 3 p.m.

CONVOCATION HALL

Earth Tones 2001.

SATURDAY, DECEMBER 1
Benefit concert featuring star-calibre musical performances by students and alumni of the Faculty of Medicine. Convocation Hall. 7 p.m. Tickets \$10 in advance, \$12 at the door. Tickets and information: earth_tones2001@hotmail.com; 416-978-2684.



PLAYS & READINGS

Portia Coughlan.

**WEDNESDAYS TO SUNDAYS,
NOVEMBER 28 TO DECEMBER 9**
By Marina Carr; Graduate Centre for Study of Drama presentation. Studio Theatre, 4 Glen Morris St. Performances at 8 p.m., Sunday 2 p.m. Tickets \$12, students and seniors \$10, Sunday pay what you can. Please note no performance Saturday, Dec. 8. Box office: 416-978-7986.

EXHIBITIONS

U OF T AT SCARBOROUGH/ U OF T AT MISSISSAUGA

TO DECEMBER 14
This travelling exhibition, conceived by Hans-Ulrich and organized and circulated by Independent Curators Incorporated of New York, is jointly presented by The Gallery at UTSC and The Blackwood Gallery at UTM. Consisting of instructions by international artists, the works will be produced in collaboration with students, volunteers and staff in each venue. The Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.; Blackwood Gallery hours: Sunday to Friday, 1 to 5 p.m.; Thursday, 1 to 9 p.m.

NEW COLLEGE Samina Mansuri.

TO DECEMBER 14
Works on paper, untitled drawings. Institute for Women's Studies & Gender Studies, New College. Hours: Monday to Friday, 9 a.m. to 6 p.m.; Saturday, 11 a.m. to 6 p.m.

THOMAS FISHER RARE BOOK LIBRARY

**Printed Ephemera: Memories
From a Vanished Past.**
TO DECEMBER 21
An exhibition demonstrating the pervasiveness of print within the culture of everyday life in Canada from the 19th century to the present. Hours: Monday to Friday, 9 a.m. to 5 p.m.

UNIVERSITY OF TORONTO ART CENTRE

Chasing Napoleon.
DECEMBER 1 TO MARCH 23
Tony Scherman, paintings and mixed-media works-on-paper. Hours: Tuesday to Friday, noon to 5 p.m.; Saturday, noon to 4 p.m.

EVENTS

TO MARCH 31 Selection of Recent Gifts of Contemporary Art to the University of Toronto Art Collection.

An exhibition of some of the large-scale works donated to the collection.

Abstracting the Landscape: Selected Works of Art From the Collections of University College and the University of Toronto.

Nineteen works by members of the Group of Seven and other more contemporary artists. Hours: Tuesday to Friday, noon to 5 p.m.; Saturday, noon to 4 p.m.

MISCELLANY

Advocacy Guide to Improving Care in Long-Term Facilities.

TUESDAY, NOVEMBER 27

Interactive workshop with Lois Dent, Concerned Friends of Ontario Citizens in Care Facilities. Health Services Seminar Room, Koffler Student Services

Centre. Noon. Registration and information: 416-978-0951; family.care@utoronto.ca. *Family Care Office*

Annual Swap Shop Sale.

WEDNESDAY TO FRIDAY,

NOVEMBER 28 TO NOVEMBER 30

All items will be sold on a first-come, first-served basis; proceeds to the United Way. Noon to 2 p.m.

Japanese Music/Taiko Lecture and Demonstration.

WEDNESDAY, NOVEMBER 28

Kiyoshi Nagata will discuss the role of percussion music in traditional Japanese Noh and Kabuki theatre; video and audio recordings and demonstration. Leigha Lee Browne Theatre, U of T at Scarborough. 2 p.m. *Cultural Affairs Drama Committee*

Coping With the Aftermath of September 11.

WEDNESDAY, NOVEMBER 28

Public forum with mental health experts from the Centre for Addiction & Mental Health: Peter Voore, What's Normal

Anxiety, What Isn't and What Can Be Done? Mark Sanford, How Can Families Cope Best? What to Discuss With Children? Neil Rector, What Coping Strategies Are Recommended for Anxiety and Depression? Abbas Azadian, How Can You Cope When You've Already Experienced War or Discrimination? Moderated by Suhana Meharchand, CBC Newsworld. Auditorium, 250 College St. 7:30 to 9:30 p.m. *Addiction & Mental Health*

Helping Students Through Crisis: A Resource Guide for Front Line Staff.

TUESDAY, DECEMBER 4

Workshop presents a comprehensive overview on many of the services that can help students, particularly those with family responsibilities. 328 University College. Noon to 2 p.m. Registration and information: 416-978-0951; family.care@utoronto.ca. *Family Care Office*

Choosing Child Care That Works for Your Family.

TUESDAY, DECEMBER 4

Session covers types of care available, costs, evaluation of caregivers and other information parents need to make the best decision for their children. Student Affairs Conference Room, Koffler Student Services Centre. Noon to 1:30 p.m. Registration and information: 416-978-0951; family.care@utoronto.ca. *Family Care Office*

Help! I Have Teenagers.

WEDNESDAY, DECEMBER 5

Practical and informative session on surviving and thriving through the teen years with your children; with Dr. Carole Yellin. U of T at Mississauga. Noon. Information and registration: 905-828-3935; pwalker@utm.utoronto.ca.

Fathers' Group.

FRIDAY, DECEMBER 7

Meet other fathers at U of T to talk, discuss issues, find out about resources and share insights. 11 a.m. Registration and information: 416-978-0951; family.care@utoronto.ca. *Family Care Office*

Maternity Leave Planning.

TUESDAY, DECEMBER 11

Workshop adopts a practical approach to preparing faculty, staff and librarians for maternity leave and a successful return to work. Family Care Office, Koffler Student Services Centre. Noon to 2:30 p.m. Registration and information: 416-978-0951; family.care@utoronto.ca. *Family Care Office*



DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, by the following times:

Issue of December 17, for events taking place Dec. 17 to Jan. 14: **Monday, DECEMBER 3.**

Issue of January 14, for events taking place Jan. 14 to 28: **Monday, DECEMBER 17.**

COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees. The deadline for submissions is Monday, two weeks prior to publication.

SEARCH

CHAIR, DEPARTMENT OF LINGUISTICS
A search committee has been established to recommend a chair of the Department of Linguistics effective July 1. Members are: Professor Carl Amrhein, dean, Faculty of Arts & Science (chair); Professors Elan Dresher, Alana Johns and Hank Rogers, linguistics; Susan Howson, associate dean, Division II, School of Graduate Studies; Michael Lettieri, Italian studies, U of T at

Mississauga; Ana Teresa Perez-Leroux, Spanish and Portuguese; Ron Smyth, linguistics, U of T at Scarborough; and Wendy Rolph, vice-dean, academic, Faculty of Arts & Science; and Daniel Hall, graduate student, linguistics.

The committee would appreciate receiving nominations and comments from interested members of the university community. These should be submitted to Dean Carl Amrhein, Room 2020, Sidney Smith Hall.

UNIVERSITY OF TORONTO

THE BULLETIN

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RETHINKING FEDERAL TRANSFER PAYMENTS

CAUT proposal calls for post-secondary education act to assure core funding, equal access to universities

By TOM BOOTH

IT HAS BECOME WIDELY ACCEPTED that an affordable, accessible and high quality post-secondary education system is essential to the cultural, social and economic development of nations. Post-secondary education promotes critical thinking, effective communication and independent inquiry that is crucial to the functioning of an open and dynamic democratic society. Education nurtures human talent and intellectual curiosity, helping to advance the personal development of individual citizens, promote a more equitable and inclusive society and contribute to the long-term economic, social and cultural life of the nation as a whole.

Unfortunately, Canada's ability to reap these benefits has been compromised in recent years — both as a consequence of public funding cuts and as a result of fundamental flaws in federal-provincial fiscal arrangements in support of post-secondary education. The pressing political challenge we face today is not just how much public money we should spend on post-secondary education but also how we can ensure that this funding better meets the real needs of our colleges and universities.

The needs are well documented. Rising tuition fees, deteriorating physical infrastructure, declining numbers of full-time faculty members, fewer course offerings and a host of other problems have plagued our campuses for more than a decade now. Real per capita funding of post-secondary education remains more than 17 per cent lower than 10 years ago — and it fell again this year despite the improved fiscal situation of governments. In fact, to restore funding levels to where they were at the beginning of the 1990s would require an immediate investment of more than \$2 billion.

A MAJOR FACTOR IN THESE FUNDING CUTS IS THE REDUCED level of cash transfers from the federal government to the provinces. From 1996 to 1998 federal cash transfers for post-secondary education, health and social assistance — provided through the Canada Health and Social Transfer (CHST) — were reduced by nearly \$7 billion. Admittedly, there has been some restoration of these cuts recently. The 1999 budget introduced a special increase dedicated solely to health care and the 2000 federal budget announced a one-time CHST supplement of \$2.5 billion over four years for health care and education. In September 2000 the federal and provincial governments reached another agreement whereby CHST transfers would increase by 35 per cent over the next five years.

Even with the recent increases, however, cash transfers, when adjusted for inflation and population growth, remain below previous levels. We estimate that the federal cash contribution available for post-secondary education has fallen by 34 per cent since 1992 — from \$2.9 billion to \$1.9 billion. As a share of the economy, this is the lowest level of cash investment in post-secondary education by Ottawa in more than 30 years.

However, I am convinced the funding problem cannot be solved simply by Ottawa increasing CHST transfers. That's because the CHST is a block fund that provides no accountability as to how federal transfers are allocated by the provinces. There is absolutely no way of knowing where or how or even if CHST transfers are being spent as intended. In fact, the increase in CHST transfers in the past two years has not been matched by spending increases on



post-secondary education by the provinces. This confusion over where CHST funds actually end up allows the two levels of government to bicker over who is to blame for funding cuts, while support for universities and colleges continues to fall through the cracks.

Ironically, the lack of accountability in the CHST proved convenient to Ottawa during times of deficits in the mid-1990s. As part of its deficit-fighting strategy, the federal government was able to drastically cut post-secondary education funding without shouldering much of the blame. However, as the fiscal health of the government improved towards the end of the 1990s, a new political problem emerged. The federal government was now in surplus and in a position to increase funding for post-secondary education but the absence of any transparency in CHST transfers meant there was little political incentive to do so. Cash increases would merely flow into general provincial revenues — and even if they were spent on universities and colleges, Ottawa would get no credit.

THERE IS ABSOLUTELY
NO WAY OF KNOWING
IF CHST TRANSFERS
ARE BEING SPENT
AS INTENDED

That's why in the first few "post-deficit" budgets of the late 1990s, Ottawa established new programs for post-secondary education outside of CHST support. The Millennium Scholarship Fund, Registered Education Savings Plan, the Canada Foundation for Innovation and the Canada Research Chairs program are all examples of how Ottawa has attempted to support post-secondary education without using the vehicle of the CHST. As critics have rightly pointed out, however, these programs do not address the key problem facing post-secondary education — that is, the need for

increased core operating funding.

Indeed, while the federal government and many provinces have significantly increased funding for sponsored research and other programs in recent years, the operating budgets of universities are still undergoing a serious funding squeeze. Public operating grants across Canada, measured in constant dollars and per full-time equivalent student, fell 25 per cent between 1990 and 1999. This is critical because these operating grants fund the core teaching and non-sponsored research mission of the university.

I BELIEVE THIS IS THE CRUX OF THE matter. Faced with the problems in the design of the CHST, recent federal programs simply haven't addressed the need for core operating funding. This dilemma can only be solved by reforming the way Ottawa provides support for colleges and universities.

The CHST should be repealed and the federal government, working with the provinces, should introduce separate and transparent

stand-alone funds, including a post-secondary education fund. The post-secondary education fund would be governed by a post-secondary education act, modelled on the Canada Health Act, that guarantees accountability for how federal funds are spent, outlines clear responsibilities and expectations, establishes national standards and principles and determines long-term and stable funding formulae.

The main objectives of the proposed Canada Post-Secondary Education Act are two-fold. First, it would assure that federal dollars are spent as intended. Second, the establishment of certain national principles governing the provision of post-secondary education would ensure that every Canadian, no matter where she or he resides, would have equal access to a high quality education. These principles would include:

- public administration — a post-secondary education system that is provided on a public and not for profit basis;
- accessibility — assure that all academically capable students have open and equal access to post-secondary education;
- comprehensiveness — a post-secondary education system that provides faculty and students with a full range of academic programs;
- collegial governance — post-secondary educational institutions should be governed in a collegial manner which includes meaningful and effective representation from faculty and students; and
- academic freedom — assure protection of the principle of free and independent academic inquiry and the academic and intellectual autonomy of post-secondary institutions.

Clearly, producing such legislation will require a renewed spirit of collaboration and co-operation between Ottawa and the provinces. This may seem a tall order, given the acrimony between the two levels of government in recent years. Nevertheless, the crisis in post-secondary education is becoming too conspicuous and too important for either level of government to ignore any longer. If we really do agree that an accessible and high quality post-secondary education system is key to Canada's future, then surely it is time that co-operation replace conflict.

Tom Booth is president of the Canadian Association of University Teachers. The complete text of the proposed act can be found at <http://www.caut.ca/english/issues/funding/pseact.asp>.